RD&I Management System Policy

Capgemini Engineering considers **Research, Development and Innovation** activities as one of the basic pillars of its strategy and is aware of the importance of promoting and developing RD&I actions to obtain new technologies, products, processes, services and for the development of its business. For this reason, it has established an RD&I Management System in accordance with requirements of the lates version of the **UNE 166002** standard; in order to guarantee the efficiency of the activities, increase its competitive capacity and differentiate itself from the competition, ultimately generating more value for the organization and its stakeholders.

This Policy has been approved by Capgemini Engineering Top Management in order to align the RD&I Management System with the axes of the organization's Strategic Plan, as well as with the rest of corporate policies, based on the values and commitments contained in the Capgemini Group's Code of Ethics; thus, creating a framework of action that allows:

- To continue to be a leading company in innovation, bringing prestige and recognition to the entire organization through RD&I activities.

- Increase the **satisfaction of interested parties** through the effective application of the RD&I Management System.

- Align this RD&I Policy with the Quality Policies, as well as any other Policy or regulation that applies to the organization.

- **Manage the ideas** generated in the company through a defined system.

- Conceive and carry out **RD&I projects** that strengthen and promote company's strategic business lines.

- **Foster a culture of innovation** within the company to contribute to its growth.

- **Promote awareness of the importance of RD&I**, motivating and involving all personnel in the participation of RD&I activities and ensuring that adequate training is offered to personnel who require it.

- Promote necessary mechanisms to obtain financial aid and the protection of the results that allow to reduce the risk and **encourage RD&I activity.**

- Provide the necessary resources to contribute to the **continuous improvement** of the RD&I Management System effectiveness and its processes.

- Contribute to the **continuous improvement** of the effectiveness of the RD&I Management System and its processes.

Capgemini Engineering Management is responsible for the maintenance of this Policy, as well as for providing the necessary support for the correct implementation of the system in the organization. In addition, it will periodically establish RD&I objectives and will be responsible for providing the necessary resources to achieve them, as well as for the implementation of the appropriate process monitoring and control activities.

Any person whose activity may, directly or indirectly, be affected by the requirements of the RD&I Management System set forth herein, is obliged to strictly comply with this Policy, and its use without due authorization for other purposes is forbidden.

The Policy established herein is communicated and understood and is accessible and available to all employees of the company and its relevant stakeholders and has the full commitment and support of Capgemini Engineering's Management, who defines, implements and reviews it annually in order to adapt it to the needs of all stakeholders, to the purpose and Context of the organization, supporting its strategic direction in full accordance with the vision and strategy of RD&I.

November 16th, 2023

Laurent Perea

Managing Director of Capgemini Engineering Spain